

FROM THE DIRECTOR ACQUISITION CAREER MANAGEMENT OFFICE

Although many clichés are not true, there is one that may be: “The only constant is change.” For those of you who don’t know me, let me introduce myself. I am Sandy Long, and on Sept. 12, 2000, I assumed duties as Acting Director of the Acquisition Career Management Office (ACMO). These duties are in addition to my regular assignment as National Capital Regional Director for Acquisition Career Management. I served previously to this as an Acquisition Proponency Officer in the ACMO. I expect to serve as Acting ACMO Director until a permanent director is named.

In September, former ACMO Director COL Roger Carter retired from the U.S. Army and accepted a position as Program Executive Officer at the National Security Agency. For those of you who have not heard, Mary Thomas—the former ACMO Deputy Director—was selected to attend the Industrial College of the Armed Forces (ICAF), which also began in September. She will attend ICAF for 1 year. On behalf of the ACMO staff, I want to wish the very best to both COL Carter and Mary Thomas in their future endeavors. I also want to announce that as this issue of *Army AL&T* goes to press, COL John Como has been designated as the Acting Deputy Director for Acquisition Career Management (DDACM). He will also continue to serve as Chief of Staff to the Assistant Secretary of the Army for Acquisition, Logistics and Technology.

By the time you read this article, we will have celebrated the traditional Annual Acquisition Ball at the Fort Belvoir Officer’s Club on Oct. 15th. This event coincided with the annual meeting of the Association of the United States Army (AUSA). I hope that many of you had the opportunity to attend the annual AUSA meeting and stop by the Army Acquisition Corps (AAC) booth to see the new AAC exhibit, “Make It Happen,” and to visit the Acquisition Career Management suite. My office is always available to provide the information you need to *make it happen* in your acquisition career. The most current list of our Acquisition Career Managers can be found on our AAC home page at <http://dacm.sarda.army.mil/contacts/CareerManweb.htm>.

I want to take this opportunity to congratulate the Acquisition Education, Training and Experience Board selectees (Page 49 of this magazine) and the Materiel Acquisition Management Course graduates. Announcements of the FY01 LTC/GS-14 product manager/acquisition command assignments and FY00 AAC officers selected for promotion to major, and the Senior Service College selectees are also listed in this section of the magazine.

For those of you who were unaware, a Competitive Development Group (CDG) Military Cohort Program was established this year by the DDACM. This program provides eligible military officers an opportunity to train concurrently with AAC civilian CDG members. Be sure to read about this program, the CDG Program selection criteria as well as CDG opportunities, and the article on the year group 01 CDG orientation on Pages 33-35. The CDG Program is at the center of initiatives to build outstanding leaders for the future Army Acquisition Workforce (AAW).

The AAW has grown and changed during the last several years and currently includes approximately 30,000 members. These members are key to the Army’s success, and *we are making it happen*. Change is exciting and offers many opportunities. As noted at the outset of this letter, change is also constant, and again my office is always available to provide the information, assistance, and changes necessary to advance your acquisition career.

Sandy Long
Acting Director
Acquisition Career
Management Office

46 Graduate From MAM Course

In September 2000, 46 students graduated from the Materiel Acquisition Management (MAM) Course, Class 00-004, at the U.S. Army Logistics Management College, Fort Lee, VA. The graduates included four allied students from the Philippines, Estonia, Korea, and Israel. The Distinguished Graduate Award was presented to CPT Robert F. Mortlock, assigned to the Joint Program Office for Biological Defense, Falls Church, VA.

The 7-week MAM Course provides a broad perspective of the materiel acquisition process. The course includes a discussion of national policies and objectives that shape the acquisition process and the U.S. Army’s implementation of them. Areas of coverage include acquisition concepts and policies; research, development, test, and evaluation; financial and cost management; integrated logistics support; force modernization; production management; and contract management. Emphasis is on developing midlevel managers to effectively participate in managing the acquisition process.

Research and development, testing, contracting, requirements generation, logistics, and production management are some of the materiel acquisition work assignments offered to these graduates.

CAREER DEVELOPMENT UPDATE

AETE Board Results

The Acquisition Career Management Office is pleased to announce results from the Acquisition Education, Training and Experience (AETE) Board, which met Aug. 15-16, 2000, to review applications for training and educational opportunities. Listed below are the personnel selected by the board. The AETE Board will meet again in January 2001. These opportunities are funded entirely by the Army Acquisition Corps (AAC). The application suspense dates for upcoming boards can be found under "News" on the AAC home page at: <http://dacm.sarda.army.mil>. (Note: Under the "Selected For" column, NPS denotes Naval Postgraduate School and SOC denotes School of Choice.)

Name	Organization	Selected For
Armstrong, MAJ Scott	USATSC	Leadership Development Program
Binney, Barbara	AAESA	Senior Executive Fellows
Boyer, Elisa	AMCOM	NPS
Bozzard, James	AMC	Gateway to Business Mgt
Carleton, Mahona	AMCOM	SOC
Carter, Robert	ATEC	Leadership for a Democratic Society
Chronister, Ronald	Missile RDE Center	NPS
Cooper, Michael	PM, Saudi Arabia (Korea)	NPS
Devlin, Lisa	Rock Island Arsenal	SOC
Dobbs, Andrew	SMDC	NPS
Esquibel, Jerry	SMDC	NPS
Ference, Edward	PEO, Aviation	NPS
Foley, Gail	WSMR	Airborne Operations Greening Program
Freeman, Wilma	AMCOM	NPS
Fuller, Beverly	PEO, Tactical Missiles	NPS
Golden, Robert	CECOM	Leadership for a Democratic Society
Goodwin, Connie	AMCOM	NPS
Granda, Laurie	SMDC	SOC
Haack, Margaret	PEO, Aviation	NPS
Hemphill, Gloria	PEO, Tactical Missiles	SOC
Kierman, Edward	CECOM	SOC
Krost, Neill	Army Contracting Cmd, Korea	NPS
Kruse, Darin	Missile RDE Center	NPS
Kruse, Rachel	Missile RDE Center	NPS
LaFerriere, Philip	Aviation RDE Center	NPS
Lambert, LTC Charles	ACMO	Harvard Business School
Lamphear, Thomas	CECOM	Brigade Field Training Exercise
Leonard, Scarlet	AMCOM	NPS
McPherson, Glenn	Missile RDE Center	NPS
Miller, Steven	PM, Small Computer Program	NPS
Milton, Pamela	AMCOM	NPS
Myres, Pamela	AMCOM	SOC
Nevels, Pamela	CBDCOM	Leadership Potential Seminar
Oelrich, Jerome	Missile RDE Center	NPS
Pearce, William	Missile RDE Center	NPS
Ramsey, MAJ Andrew	PM, Soldier Support	Executive Development Program
Schumacher, Daniel	SMDC	Leadership Development Program
Stueber, Debra	CECOM	NPS
Tappel, Joseph	AMCOM	NPS
Tatum, George	Missile RDE Center	Brigade Field Training Exercise
Townsend, Houston	COE	Senior Executive Fellows
Wilderson, Brenda	PM, IM TELCOM	SOC
Williams, LTC Yancy	USD(AT&L)/ARA	Columbia Business School
Williamson, LTC Michael	U.S. Student Detachment	Harvard Business School

PERSCOM Notes . . .

SSC Selection Board Results

Results of the Senior Service College (SSC) Selection Board were released Sept. 19, 2000. The board selected 30 members of the Army Acquisition Corps (AAC) to attend SSC during academic year (AY) 01/02. The AAC had 385 officers eligible for selection to SSC and had a selection rate of 7.8 percent. The Army selection rate was 7.4 percent.

Each officer selected for attendance at SSC should receive a letter from the U.S. Total Army Personnel Command's (PERSCOM's) Acquisition Management Branch explaining how to access the PERSCOM Officer Career Management Knowledge Center. Officers will provide their SSC preferences online through the center.

The names of the selectees are listed below. (Note: * indicates an officer revalidated from AY00/01 list; ** indicates officers activated from AY00/01 alternate list.) Unless otherwise noted, all selectees are lieutenant colonels.

Bell, Anthony B.	McDaniels, Lloyd E.
Bliss, Gary L.	Newton, Robert A.
Bowman, Michael**	Neumann, Marcus R.**
Buck, Stephen D.	Nichols, Camille M.
Chase, Deborah J.	Noonan, Kevin S.
Coker, David W.	Norgaard, Kevin R.
Conley, Joe E.	Ostrom, Peter R.
Fox, Steven G.**	Patterson, William N.
Fritz, Gregory J.**	Payne, Jerome F.
Fuller, Peter N.	Pecoraro, Joseph E.
Harvill, James T.	Pinter, Steven S.
Incorvati, Anthony R.	Price, Nancy L.S.
Janker, Peter S.	Stautz, Thomas R. (COL)
Jette, Bruce (COL)*	Stone, Jesse M.
Maddux, Jonathan A.	Valent, Oscar R.
Mancuso, August R.	

FY01 Army Experimental Test Pilot Board

A U.S. Total Army Personnel Command (PERSCOM) board will convene on or about Feb. 6, 2001, to select aviators best qualified to participate in the Army Aviation Experimental Test Pilot Training Program. This board will review the qualifications of both commissioned and warrant officers. Commissioned officers selected to attend the U.S. Naval Test Pilot School (USNTPS) are automatically accessed into the Army Acquisition Corps, where they will serve for the remainder of their careers. Warrant officers will continue to be managed by the Warrant Officer Division.

For warrant officers to be eligible, they must have an associate's degree with above-average grades; have completed college courses in algebra, calculus, differential equations, and physics (or mechanics) with above-average grades; and be in

the grade of Chief Warrant Officer 2 or higher. Candidates must also have completed military education level for current grade prior to attending the test pilot training program; have a total of 1,000 flying hours; and have sufficient time remaining upon completion of training to complete the active duty service obligation.

For commissioned officers to be eligible, they must have a bachelor's degree in an engineering discipline or hard science and be in the grade of captain or major. Eligible candidates must also have at least 7 years of active federal service, be branch-qualified prior to attendance at USNTPS, and have a minimum of 700 hours total flight time.

Highly desirable qualifications for commissioned officers include successful completion of courses in college mechanics (solids, fluid, flight), thermodynamics, aerodynamics, control theory, and advanced mathematics, with above-average grades; experience in complex aircraft such as the CH-47, UH-60, AH-64, OH-58D, and/or fixed-wing military aircraft; and rating as an instructor pilot, instrument flight examiner, or maintenance test pilot. Pilot-in-command flight hours are weighted accordingly in the selection process.

Personnel in a position to recommend and endorse applicants are urged to make a thorough appraisal of that applicant's flying ability, operational experience, motivation, adaptability, and ability to communicate orally and in writing.

All FY01 Army Aviation Experimental Test Pilot Board applications must be received at PERSCOM no later than Jan. 19, 2001. Applications must include an official transcript of college credits; a copy of the aviator's most current DA Form 759, *Individual Flight Record and Flight Certificate-Army*; and endorsements by an instructor pilot/standardization instructor pilot, who will comment on the applicant's flying ability. Commissioned officer and warrant officer applications should be mailed to: Commander, U.S. Total Army Personnel Command, ATTN: TAPC-OPB-E (MAJ Rickey), 200 Stovall Street, Alexandria, VA 22332-0411.

Experimental test pilot assignments will be based on the Army's needs. Initial tours will be served at the Aviation Technical Test Center at Fort Rucker, AL. USNTPS graduates will serve in experimental test pilot or organizational staff positions that directly affect the type, design, and configuration of Army aircraft.

For additional information or a sample memorandum explaining how to apply for the Army Aviation Experimental Test Pilot Training Program, contact: MAJ Jon Rickey at DSN 221-2800, (703) 325-2800, rickeyj@hoffman.army.mil; or CW5 Carlton Jenkins at DSN 221-5251, (703) 325-5251, jenkinsc@hoffman.army.mil.

Correction

The branch of LTC Allen L. Green was incorrectly listed as EN (Engineer) on Page 49 of the September-October 2000 issue. His correct branch is QM (Quartermaster). We regret this error.

CAREER DEVELOPMENT UPDATE

FY01 LTC/GS-14 PM/AC Slate

The U.S. Total Army Personnel Command recently announced the following 55 officers and 2 civilians for FY01 product manager (PM)/acquisition command (AC) assignments. Unless otherwise indicated, all officers are lieutenant colonels.

NAME

Azemar, Jacques
 Bass, Joseph L.
 Bedell, Cynthia M.
 Biega, Michael J.
 Bryant, Thomas H.
 Burke, Kyle T., **MAJ(P)**
 Callahan, Michael O., **MAJ(P)**
 Cantor, Michael E.
 Conley, Mark A.
 Cottrell, Daniel T.
 Cook, David A., **MAJ(P)**
 Curry, Virgil Jr.
 Dean, Charles E.
 Delaney, Michael J.
 Dockins, Chauncey D. (USAR)
 Eberle, Nathan R.
 Fellows, John R. (ARNG), **MAJ(P)**
 Gazzano, Lee D.
 Green, Allen L. III
 Green, Dwayne S.
 Hansen, Jacob B.
 Hazelwood, Donald A.
 Hoppe, William C.
 Jennings, Theodore L.
 Johnson, Clarence E.
 Klein, Dale E.
 Kunkel, George D.
 Kwak, Michael J.
 Lambert, Charles S.
 Lehman, Greta P.
 Leisenring, Stephen B.
 Lockhart, David E., **MAJ(P)**
 Lovett, Robert A.
 McDaniel, Michael A.
 McGuiness, John J.
 Miller, Christopher M.
 Miller, Russell F., **Civ.**
 Miller, Scot C.
 Myrick, Paul R.
 Nulk, Raymond H.
 Nutbrown, Curtis H.
 Parker, James M.
 Paul, Richard B., **Civ.**
 Pottinger, John M.
 Rasmussen, Christopher M., **MAJ(P)**
 Shufflebarger, Newman D., **MAJ(P)**
 Skinner, Eugene W. Jr.
 Stockel, Eugene F.
 Thomson, Douglas R. (USAR)
 Trang, Jeffrey A.
 Turner, Thomas E. Jr.
 Williams, Yancey R.
 Williamson, Michael E.
 Wilson, Jeffrey K.
 Wilson, John M.
 Yacovoni, Philip M., **MAJ(P)**
 Yarborough, Michelle F.

SLATED TO

DEFENSE CONTRACT MGT AGENCY-ISRAEL
 DEFENSE CONTRACT MGT AGENCY-AO DALLAS
 SOLDIER EQUIPMENT
 JOINT TACTICAL INFO DISTRIBUTION SYSTEM
 AIRCREW INTEGRATED SYSTEMS (AVN)
 BRADLEY FIRE SUPPORT VEHICLE
 STRATEGIC TEST
 EXOATMOSPHERIC KILL VEHICLE
 ENHANCED POSITION LOCATION REPORT SYSTEM
 DEFENSE CONTRACT MGT AGENCY-HUNTSVILLE
 SENTINEL
 COMMON HARDWARE
 MORTARS
 AIRCRAFT SURVIVABILITY SYSTEM
 DISTRIBUTIVE TRAINING TECHNOLOGY
 COMMUNICATION & INTEL SUPPORT SYSTEM
 GROUND BASE RADAR-PROTOTYPE
 COUNTER PROLIFERATION
 DEFENSE CONTRACT MGT AGENCY-CLEVELAND
 DIGITAL SWITCHED SYSTEMS
 DEFENSE CONTRACT MGT AGENCY-CLEARWATER
 ARMY AIRBORNE COMM & CONTROL SYSTEM
 RESEARCH & DEV ACQ INFO SYSTEMS ACTIVITY
 GRIZZLY
 KWAJALEIN TEST RANGE
 AVIATION ELECTRONICS COMBAT
 AERIAL COMMON SENSOR
 DIGITAL WIDE TRANSMISSION SYSTEM
 DIGITIZED TRAINING
 PUBLIC KEY INFO SYSTEM
 DEFENSE CONTRACT MGT AGENCY-MANASSAS
 JOINT TACTICAL RADIO GROUND & AIR
 M1A2 TANK
 DEFENSE CONTRACT MGT AGENCY-PITTSFIELD
 M2/M3 BRADLEY FIGHTING VEHICLE
 COLD REGIONS TEST CENTER
 T-800 ENGINE SYSTEM
 TRI-BAND SATELLITE TERMINALS
 IMPROVED MULTIPLE LAUNCH ROCKET SYSTEM
 155T ARTILLERY DIGITALIZATION
 REGIONAL CONTRACTING-WIESBADEN
 COMMON ENGINE
 TEST/MEASURE/DIAGNOSTIC EQUIPMENT
 COMMON SOFTWARE
 WEST DESERT TEST CENTER
 IMPROVED CARGO HELICOPTER SYSTEM
 TENCAP FIELD SUPPORT
 M113/M60 VEHICLE FAMILY
 WATERCRAFT
 PLATFORMS
 DEFENSE CONTRACT MGT AGENCY-SEATTLE
 M1A1 ABRAMS TANK
 GLOBAL COMMAND & CONTROL SYSTEM
 EXCALIBUR
 DEFENSE CONTRACT MGT AGENCY-PHILADELPHIA
 DEFENSE CONTRACT MGT AGENCY-LOCKHEED
 ELECTRO OPTICAL SENSOR SYSTEM

FY00 Major Promotion Board Results

The FY00 Major Promotion Board results were released Aug. 17, 2000. The Army Acquisition Corps (AAC) select rate was above the Army average for promotion to major. This article analyzes the board results.

Overall Acquisition Corps Results

Board members reviewed the files of 133 AAC officers in the primary zone. From this population, the board selected 106. The resulting primary zone selection rate of 79.7 percent was above the Army competitive category primary zone of 79.6 percent. In addition, 4 officers below the zone and 12 officers above the zone of consideration were selected for promotion. Among the other selectees were 16 basic branch promotable officers who were accessed into the Acquisition Corps under the Career Field Designation process.

The Trend For Selectees

Selection to major is primarily a reflection of how an officer performs in his or her basic branch assignments. Most AAC officers have few, if any, officer evaluation reports (OERs) from acquisition assignments when the Major Promotion Board considers them. Many officers are still completing basic branch assignments, Reserve Officer Training Corps/recruiting, Active component/Reserve component assignments, or attending advanced civil schooling. Thus, AAC officers are judged against the same criteria as basic branch officers.

The Army is more competitive now than ever. There were minimal differences between the files of year group (YG) 89 (officers in last year's primary zone) and YG90 (officers in this year's primary zone). Second lieutenant OERs were not reviewed by the promotion board and were removed from the officer's file. The most important discriminator continues to be company command OERs, and board members appear to use them as the measure of an officer's ability to succeed as a major.

With a majority of the officers receiving "one block" command OERs, the senior rater narrative was extremely important in determining the strength of an OER. Senior rater narratives that quantified an officer's performance when the profile did not, sent a clearer picture to the board on the "true block check" (i.e., best officer in a command, top 1 percent, 1 out of 10.) Additionally, senior rater narratives that focused on an officer's potential were generally more effective than OERs that focused on how an officer performed. Officers with overall Above Center of Mass (ACOM) files and "two block" COM command OERs were less likely to be selected. Officers with overall COM files and "top block" center of mass command OERs were less likely to be promoted.

Performance in basic branch assignments, especially company command, appeared to be the board's focus. The message is clear: seek company command, do well, and maintain a high level of performance on all other assignments.

The AAC officers selected for promotion to major are shown below. The names of three selectees were unavailable. Names preceded by an asterisk indicate a below-the-zone selection.

Major Promotion List

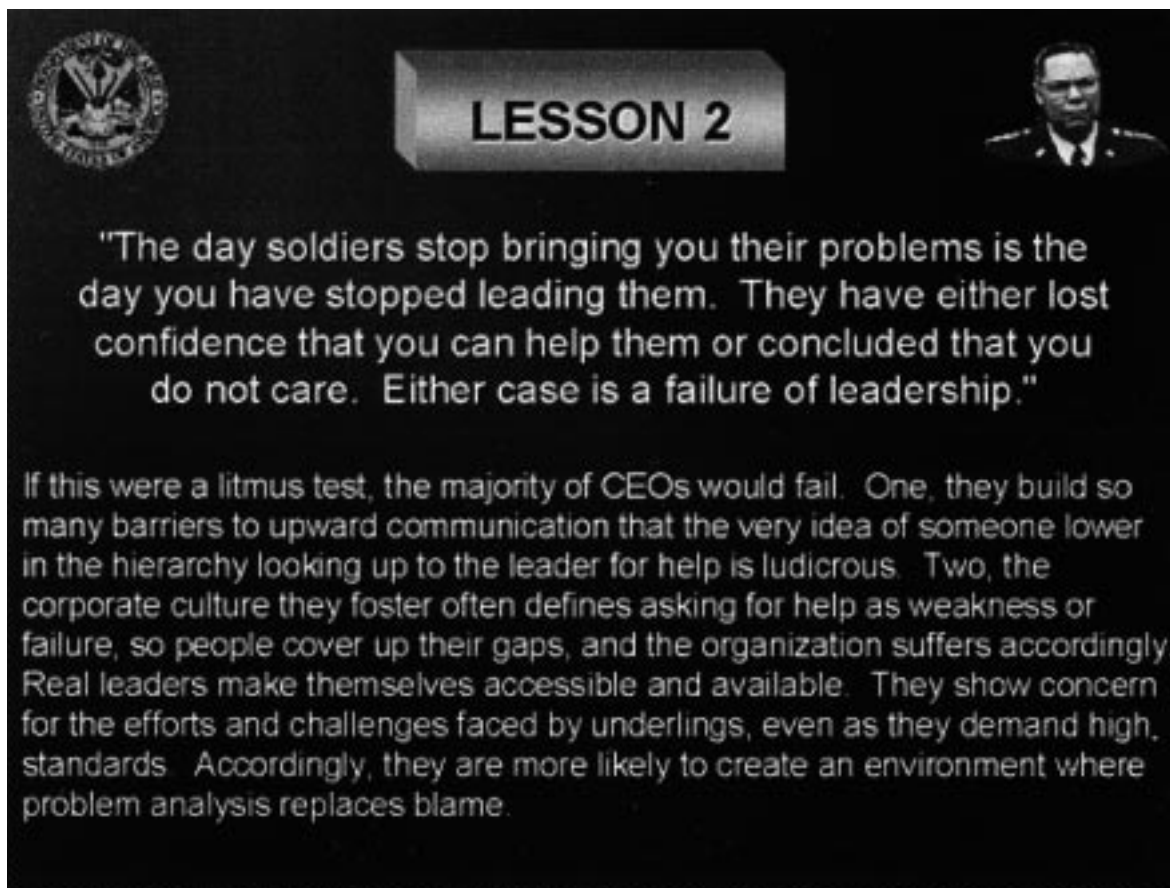
Abbott, Timothy Frederick	James, Dannie Eugene Jr.
Adams, Larry Kim	Jaynes, Howard Richard Jr.
Adomatis, Dennis Paul	Johnson, Eddie Adam
Anderson, Larry Scott	Kerish, John Francis
Arrington, Vance Russell	Kleese, Bryan Edward
Barrera, Marco Julio	Klinkhammer, Ian Bradley
Black, Michelle Andrea	Kollhoff, Joy Neville
Bodrick, Morris Lee	Kros, Todd Christopher
Boyd, Raymond Earl Jr.	Lane, Jeffrey Dean
Branham, Eva Treciokas	Lehner, Christopher
Broek, Harold Dale Jr.	Lewis, Leslie Latreese
Broughton, Johnny Roscoe	Lind, Susan McMurdy
Brown, Sharon Lavonne	Lockard, William MacLean
Bruce, Jeffrey Allen	Lonardo, Richard Joseph
Canter, Bryan Eric	Long, Robert Derek
Card, Rose Katherine	Ludden, Frederick Coleman
Cauley, Timothy Mark	Maloney, Patrick William
Clanton, Andrew Bullington	Manns, Terrence Tyrone
Coleman, Willie Deron	Marr, Charles Arthur
Corbin, Frederick Bernard	Mast, Jack Herbert
Craft, Jason Todd	McNulty, James Francis
Crick, Michael Dean	Meyer, Stuart Lee
Cross, Robert Glenn	Miller, Susan Camille
Daniels, Mark Richard	Moorhouse, Kent Grover
Davis, Rodney Allan	Mortlock, Robert Fred
Dellolio, James Todd	Murphy, Brian Patrick
Dykes, James Blaine IV	Murray, Randy
Eggert, John Martin	Neal, Mark Andrew
Farmer, Michael Patrick	Nichols, Walter Guy Jr.
Figuerroa, Mercado Johnny	O'Donnell, Mark Gerald
Fiorella, Salvatore Anthony	O'Keefe, Dewander Lavoy
Fischer, William Dennis	Orange, Terry Mark
Flowers, Thomas Russell	Patterson, Robert Edward
Gaare, Dennis	Paul, Gregory Joseph
Galindo, Jason Lewis	Perryman, Theodore Max
Glenn, Eric Sean	Peterson, Kevin William
Gould, Robert Jay	Phillips, Joel Richard
Green, Gregory Sean	Pound, Michael Allen
Greene, Christopher Kevin	Power, Harold James
Grosenheider, Craig Lane	Price, Jeniffer Rae
Grover, Jeffrey Carlson	Quinter, Ronald Leroy
*Gutierrez, Moises Mota	Reddick, Jeffrey Edward
Hamilton, Andrew Bruce	Reim, John Thomas
Harger, Daryl	Rieman, Joel Bernard
Hayes, Derrick Gene	Robinson, Dwight Eric
Helm, Eric Gordon	Romero, Alex Vincent
Henderson, Kevin Charnard	Ross, James Patrick
Hogans, William Robertson	Sanchez, Anthony John
Holifield, Gregory Alton	Schweitzer, Steven John
*Hornstein, Richard John	Seay, Arnold
Hossack, Timothy Clark	*Shelton, Robert Wayne
Howard, Paul Dekle	Short, Daniel Richard
Hunter, Thomas Day	Simonson, Erik John
Ingram, John Mathew	Smith, Mark Adam
Jackson, Alfred Eugene	Smith, Reginald Eugene
Jackson, Hope Michaela	Spencer, Gary Todd

Starostanko, Timothy Allen
Stein, Charles Michael
Stein, Cynthia Hope
Stephan, Vincent Noel
Strayer, Kenneth
Stroyan, Richard Jay

Terrell-Simmons, Vaneada
Tice, Michael Jay
Tisdale, Riley Olin
Tufts, Scott Kenneth
*Vannoy, John Marshall
Vinson, Timothy James

Washington, David Benton
Weaver, Mickey Eugene
Webb, Eric Christopher
Williams, Andrea Rene
Wilson, Eddie Dean
Wilson, Terry Mac

Wittges, Charles Edward
Wolons, David Scott
Youmans, Mark Alan
Zurmuehlen, Kevin Karl
Zuvanich, Michael Joseph



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(41) Paid and/or Requested Circulation (15b(1) minus 15b(8))	45,115
(42) Paid and/or Requested Circulation (15b(1) minus 15b(8))	45,115
(43) Paid and/or Requested Circulation (15b(1) minus 15b(8))	45,115
(44) Paid and/or Requested Circulation (15b(1) minus 15b(8))	45,115
(45) Paid and/or Requested Circulation (15b(1) minus 15b(8))	45,115
(46) Paid and/or Requested Circulation (15b(1) minus 15b(8))	45,115
(47) Paid and/or Requested Circulation (15b(1) minus 15b(8))	45,115
(48) Paid and/or Requested Circulation (15b(1) minus 15b(8))	45,115
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(98) Paid and/or Requested Circulation (15b(1) minus 15b(8))	45,115
(99) Paid and/or Requested Circulation (15b(1) minus 15b(8))	45,115
(100) Paid and/or Requested Circulation (15b(1) minus 15b(8))	45,115

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